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CWO SPECIALTY REVIEW (CWOSR) SURVEY UPDATE

As discussed in my [Flag Voice 191](#), we have been undergoing an intensive review of the CWO workforce that began February 2003. On 21 October 2003, [ALCOAST 475/03](#) announced the commencement of a full CWO workforce survey asking for participation of the entire E7-E9, CWO, and CWO to LT workforce, active and reserve.

We have now completed four weeks of the CWOSR workforce survey. Unfortunately, participation with this important piece of the overall review is not reaching the level at which the data will help develop accurate and useful recommendations for changes to the CWO workforce structure. The table below tells the story of surveys completed as of Nov. 17:

	<i>Total Complete</i>	<i>% of total population</i>
CWO	617	33.5%
Sr Enlisted	606	11.0%
O3E	61	9.0%

As you can see, we still have a long way to go to collect all the data we need. I am especially concerned with the lack of participation from our senior enlisted members. It's important for them to understand that the CWOSR will probably have more impact on them than it does on current CWO's and O-3E's. In addition to a number of issues it will work towards resolving, it will be used to determine how we produce CWO's and realign the enlisted feeder paths for CWO specialties where applicable. Knowing how our senior enlisted workforce aligns with the CWO world of work is critical.

We have employed a tiered approach to communicating the importance of this effort both at the beginning of the review earlier this year as well as at the beginning of the full survey early in October. Some examples include direct e-mails to XO's of all units; communications with and from the National President of the CWO Association; a web site with facts and FAQs; and an ALCOAST announcing the beginning of the survey.

Unfortunately, early feedback from the CWO corps indicates that some are concerned that the CWOSR is an effort to eliminate CWO's from the Coast Guard. This couldn't be further from the truth. The CWO corps has been an

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indispensable part of the Coast Guard throughout its long successful history since the turn of the 20th century and will remain so in the 21st century.

However, as I have stated in previous communications about the specialty review, changes to the overall alignment of the CWO workforce are likely to happen as a result of this review. The participation of the CWOs, Senior Enlisted Personnel, and O3Es in this survey is crucial to the future health and management of the CWO corps and our entire Service . . . everything is connected.

In addition to the continued efforts of my staff to reach out to the unit level, I ask each of you to communicate to all applicable members the importance of participating in this survey. There will be real and visible outcomes as a result.

My POC's are:

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To complete the CWO workforce survey refer to: ALCOAST 475/03 at <http://www.uscg.mil/ff21/ALCOAST475.htm>

For the latest information on the CWOSR, go to: <http://www.uscg.mil/ff21/cwo.htm>

CWOSR FAQ's can be found at: http://www.uscg.mil/ff21/faq_cwo.htm

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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